



THE COMMONWEALTH OF MASSACHUSETTS
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May 4, 2015

The Honorable Karen E. Spilka, Chair
Senate Committee on Ways and Means
Room 212, State House
Boston, MA 02133

Re: Implementation of the Earned Sick Time Law

Dear Chairwoman Spilka:

I write today to inform you of the work my Office is engaged in regarding the new earned sick time law, and to urge the Senate to reject any requests to delay implementing that new law during the upcoming budget process.

As you know, the law approved by the voters takes effect on July 1. My Office is tasked with crafting regulations to make clear the rights and responsibilities of employees and employers. Our Office filed proposed regulations with the Secretary of State on April 24, and has scheduled nine listening sessions and hearings across the Commonwealth (from May 11 through June 5, 2015). Our public comment period for the regulations will run through June 10. Final regulations will be submitted in June, before the new law goes into effect in July. By that time, more than 200 days will have elapsed since the law was passed.

The regulations are the product of discussions with worker advocates, labor, and employers of all shapes and sizes, including construction companies, utilities, retailers, restaurant owners, colleges and hospitals. We appreciate the many thoughtful comments they provided, and expect a robust and informative public review of the regulations in the coming weeks.

I oppose delaying the effective date of this law, given the impact it will have on workers in the Commonwealth. Nearly one million of our most vulnerable, lowest paid workers will be eligible for earned sick time for the first time under this law. That means they will now be able to take time off if they or their families are sick without the fear of losing their jobs or a day's pay. We should not make them wait any longer, and I do not believe there is reason to delay the implementation date that the voters overwhelmingly approved last fall.

I have heard the concerns raised by members of the business community, and am sensitive to those issues. In the coming months, our Office's focus will be on working cooperatively with employers to educate them about the new law, provide further clarity, and to respond to

questions and requests. We believe those concerns can be addressed while also implementing the law on the intended statutory date.

As the Senate considers the budget and any amendments that may be filed during this process, I urge it to reject any attempt to delay implementation of this critical law. Should you have further questions, please do not hesitate to call me or Mike Firestone, my Director of Strategic Initiatives, at 617-963-2027.

Sincerely,

A handwritten signature in black ink, appearing to read 'M. Healey', is centered within a white rectangular box. This box is itself centered within a larger, light blue rectangular background.

Maura Healey
Massachusetts Attorney General

Cc: Senate President Stanley C. Rosenberg